

Agreement

By and Between

The Town of Trumbull

and the



**UNITED PUBLIC SERVICE EMPLOYEES UNION
Local 424 - Unit 4
SUPERVISORS**

July 1, 2017 to June 30, 2019

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
PREAMBLE	1
ARTICLE 1 RECOGNITION	1
ARTICLE 2 NO DISCRIMINATION	1
ARTICLE 3 EMPLOYEE RIGHTS AND REPRESENTATION.....	1
ARTICLE 4 UNION SECURITY/DUES, AGENCY FEES.....	1
ARTICLE 5 MANAGEMENT RIGHTS	2
ARTICLE 6 SENIORITY/PROBATION/PROMOTIONS/TRANSFERS.....	2
ARTICLE 7 LAYOFF AND RECALL.....	3
ARTICLE 8 HOURS OF WORK.....	3
ARTICLE 9 OVERTIME/CALL BACK.....	3
ARTICLE 10 GRIEVANCE PROCEDURE.....	4
ARTICLE 11 DISCIPLINE.....	5
ARTICLE 12 INSURANCE BENEFITS.....	6
ARTICLE 13 PENSION.....	8
ARTICLE 14 HOLIDAYS.....	8
ARTICLE 15 VACATION LEAVE.....	8
ARTICLE 16 SICK LEAVE.....	9
ARTICLE 17 WAGES.....	10
ARTICLE 18 WORKERS' COMPENSATION	10
ARTICLE 19 LEAVE PROVISIONS.....	11
ARTICLE 20 WEARING APPAREL/EQUIPMENT/CLOTHING	
UNIFORMS/REPLACEMENT	12
ARTICLE 21 GENERAL PROVISIONS.....	12
ARTICLE 22 SAFETY & HEALTH	14
ARTICLE 23 DURATION	15
APPENDIX A HEALTH INSURANCE	
APPENDIX B SALARY SCHEDULE	
APPENDIX C	

PREAMBLE

This Agreement entered into by and between the Town of Trumbull, State of Connecticut, hereinafter referred to as the Town, and the United Public Service Employees Union Local 424 - Unit 4, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Town and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and establishment of rates of pay, hours of work, working privileges or benefits or any other matters that come within the general meaning of the terms, working conditions or conditions of employment.

ARTICLE 1 RECOGNITION

Section 1.0 The Town hereby recognizes the Union as the exclusive collective bargaining agent, for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for all supervisory employees of the Town of Trumbull in the following classifications: library director, director of social services, senior services director, park ranger; tax assessor, director of nursing, internal auditor, building official, purchasing agent, chief park ranger, director of recreation, assistant library director, tax collector, assistant town engineer, town engineer, accounting manager, golf course superintendent, assistant sewer administrator, assistant director of recreation, associate director library information systems, director of information technology, director of planning and development; and assistant golf course superintendent; excluded are all other supervisory personnel excluded by the Municipal Employee Relations Act.

ARTICLE 2 NO DISCRIMINATION

Section 2.0 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination because of race, creed, color, religion, age, sex, disability, marital status, political beliefs, or national origin.

ARTICLE 3 EMPLOYEE RIGHTS AND REPRESENTATION

Section 3.0 Employees have and shall be protected in the exercise of the right without fear of penalty or reprisal to join and assist the Union. The freedom of employees to assist the Union shall be recognized as extending to participation in the management of the Union and acting for the Union in the capacity of Union Officer or Representative.

ARTICLE 4 UNION SECURITY/DUES, AGENCY FEES

Section 4.0 All full time permanent employees shall within thirty (30) days of the signing of this agreement or within thirty (30) days of the date of hire, as a condition of employment, remain or become and remain a member of the Union and shall pay to the Union monthly Union dues in an amount uniformly required of its members. In lieu thereof, any current employees, or any employee hired after the effective date of this Agreement may choose not to become a member of the Union, in which case such employee shall, as a condition of employment pay a monthly service fee to the Union which shall be in an amount determined by the Union in accordance with law.

Section 4.1 The Town agrees to deduct from the pay of each employee who has signed a payroll deduction authorization card, a sum certified in writing by the Union as Union dues and service fees. Such deductions shall be made bi-weekly from the payroll and an amount equal to the total of all such deductions shall be mailed monthly to the Union office together with a list of employees from whose wages these sums have been deducted.

Section 4.2 The Union agrees to indemnify, defend and hold the Town harmless from and against any and all claims arising out of and under the provisions of Section 4.1 of this Agreement.

ARTICLE 5 MANAGEMENT RIGHTS

Section 5.0 This Agreement shall not limit or curtail the Town in any way in the exercise of the rights, powers and authority which the Town had prior to the effective date of this contract unless and only to the extent that provisions of this collective bargaining agreement curtail or limit such rights, powers, and authority and the rights, powers and authority generally vested in management, explicitly including but not limited to: the right to manage its operations; direct, select, decrease and increase the workforce, including hiring, promotion, demotion, transfer, suspension, discharge or layoff; the extent to which the facilities of any department thereof shall be operated, additions thereto, replacements, curtailments, or transfers thereof or portions thereof; removal of equipment; outside purchases of products or services; the scheduling of operations; the materials and equipment to be used; the right to introduce new and improved methods and facilities and to change existing methods and facilities; to maintain discipline and efficiency of employees, and to prescribe rules to that effect; to establish and change work standards and quality standards; determine the qualifications of employees; regulate quality and quantity of production; and to run its various department efficiently.

ARTICLE 6 SENIORITY/PROBATION/PROMOTIONS/TRANSFERS

Section 6.0 Seniority shall commence upon the date that the employee begins as a full-time paid employee of the Town. The employee's earned seniority shall not be lost because of absence due to illness, pregnancy, maternity leave, bereavement, jury duty, personal leave, or authorized leave, or while eligible for recall. Seniority and seniority rights will not be accrued during unpaid leave of absence or layoff, but such rights will not be lost by the employee because of such leave.

Section 6.1 An employee's seniority, and his employment, shall terminate upon any of the following:

1. resignation;
2. discharge for just cause;
3. retirement;
4. death;
5. reduction in force due to elimination of position in which the lay-off is longer than twenty-four (24) months;
6. absences of four (4) or more consecutive days without reporting in; and
7. fails to report to work from layoff within ten (10) working days after receipt of notice of recall by registered mail. For purposes of compliance, the Town may rely on the last address furnished to it by the employee. Extenuating circumstances shall be considered when applying this section.

Section 6.2 Seniority will be used to determine vacation preference and layoffs in the event of a reduction in force within departments among bargaining unit members; provided, however, nothing herein shall limit or curtail the Town's right to determine which classification shall be effected by reduction in force.

Section 6.3 Probationary Period: Employees shall be considered probationary during their first one hundred eighty (180) days from the date of hire in a position. During such probationary period the employees shall not attain seniority rights under this Agreement, and such probationary employee will be subject to discharge by the Town, without access to the Grievance Procedure. At the successful completion of the probationary period, seniority shall be retroactive. If the employee fails probation, he or she may revert back to their previously held position in the bargaining unit provided it is vacant and funded.

Section 6.4 In the event an employee is recalled within twenty-four (24) months of being laid-off, the employee's seniority shall be reinstated, except that no credit shall be given for the period of non-employment.

ARTICLE 7 LAYOFF AND RECALL

Section 7.0 In the event there is a reduction in or a proposed reduction in the number of employees or work hours, the employee with the least seniority in the affected classification will be laid off first. The President of the Union shall be notified at the same time the employee is notified of layoff.

Section 7.1 Employees shall be given at least two (2) weeks notice prior to the effective date of layoff. Additionally, , the Town shall pay four (4) weeks (base pay) as severance pay. The Town has the option to pay six (6) weeks (base pay) as severance pay in lieu of the two (2) weeks notice referenced above.

Section 7.2 Employees who are laid off under this Article shall have recall rights as follows:

- a. For a period of twenty-four (24) months, the affected employee shall have the right to be recalled to the job from which he/she was laid off, if a position should become vacant or be reinstated to a position in a lower job if qualified.

ARTICLE 8 HOURS OF WORK

Section 8.0 Normal work days and week shall continue as currently practiced. Each employee shall be entitled to a one (1) hour unpaid lunch period each day and two (2) fifteen (15) minute paid breaks. The summer hours schedule shall not apply to bargaining unit employees unless specifically authorized by the First Selectman or his or her designee.

ARTICLE 9 OVERTIME/CALL BACK

Section 9.0 Payment for hours actually worked in excess of eight (8) in any work day and hours worked in excess of forty (40) in any week (Monday through Sunday) shall be made at one and one-half (1-1/2) times the hourly rate of the employee. Overtime must be approved in advance by the Director of Finance or

designee.

Section 9.1 Except where Saturday is part of the regular work schedule, payment for time worked on Saturday shall be one and one-half (1-1/2) times the employee's hourly rate regardless of whether the employee has worked in excess of forty (40) hours in the preceding Monday through Friday period.

Section 9.2 Except where Sunday is part of the regular work schedule, payment for time worked on Sunday shall be at two (2) times the employee's hourly rate regardless of whether the employee has worked in excess of forty (40) hours in the preceding Monday through Saturday period.

Section 9.3 Compensatory time may be substituted for overtime pay upon the mutual agreement of the employee and the First Selectman or his/her designee. Compensatory time shall be used within sixty (60) days of the date on which it was earned, and in accordance with applicable law, or shall be paid out to the employee at the applicable overtime rate.

Section 9.4 When an employee is called in for work outside of his/her normal hours by the First Selectman or designee, he/she shall be paid a minimum of three (3) hours at the applicable overtime rate. This provision should apply once in any one day. A day is defined as the twenty-four (24) hour period starting at 8:00 a.m. one day until 8:00 a.m. the next day. If a call back occurs more than once in any calendar day, overtime shall be paid for all hours worked. Call back is defined as overtime which is not contiguous to the regular work hours. Regular attendance at board, Commission or similar meetings are also exempt from call back provision and shall be paid at the applicable overtime rate.

Section 9.5 There shall be no pyramiding of overtime.

Section 9.6 Employee hired after June 1, 2016 or promoted into the unit after July 1, 2017 shall be considered exempt employee not eligible for comp/overtime.

ARTICLE 10 GRIEVANCE PROCEDURE

Section 10.0 Purpose The purpose of the Grievance Procedure shall be to settle employee grievances on as low an administrative level as possible so as to insure employees' morale without impairing Town department efficiency.

Section 10.1 Definitions

- A. A "Grievance" is any difference, dispute, or disagreement over, or alleged breach of, the terms and conditions of this Agreement, including but not limited, disciplining an employee without just cause.
- B. A "Grievant" may be the employee and/or Union.
- C. "Days" shall mean working days.

STEP ONE Any employee with a Grievance and/or his Union Representative shall meet with the Department Head or his/her designee within five (5) days of the date of the incident giving rise to the Grievance or the date the incident is first discovered, and the Department Head or his designee shall respond to the Grievance within five days of the date presented. In the event the grievant is a department head, Step One shall be

waived and the employee must start at Step Two.

STEP TWO If the employee or the Union is not satisfied with the decision rendered at Step One, the employee or the Union shall submit the Grievance in writing to the First Selectman or his designee, within ten (10) days of the latter of (a) the date of the incident giving rise to the Grievance or the date the incident is first discovered, or (b) the response from the Department Head. The First Selectman or his/her designee shall meet with the grievant and his/her Union Representative within ten (10) days of receipt of the written Grievance, and shall render a decision within ten (10) days of meeting the grievant and the Union.

STEP THREE If the First Selectman's decision is not satisfactory to the Union, the grievance may be submitted by the Union to the Connecticut State Board of Mediation and Arbitration, within twenty (20) days after receipt of the decision. The Union shall also notify the Town of said appeal.

The arbitrator shall have no power to add to, subtract from, amend, alter or delete any provision of the Agreement but shall only have the power to interpret the specific terms of this Agreement. The decision of the arbitrator shall be final and binding upon both parties; however, both parties shall have a right of appeal to the courts in accordance with proceedings under the Connecticut General Statutes.

Such panel shall be reviewed annually by the parties for renewal. If one party desires a change in the panel then such change shall be mutually agreed.

Section 10.2 Mediation The Mediation services of the State Board of Mediation and Arbitration may be utilized at any time provided both parties so desire.

Section 10.3 Recording of Minutes or Testimony Either party shall have the right to employ a public stenographer or use a mechanical recording device at any step in the procedure provided the other party is notified in advance.

Section 10.4 Employees and the Union shall have the right and choice of a representative whenever desired by either the individual employees or the Union at their own expense. The Town shall have the right and choice of a representative whenever desired at its own expense.

Section 10.5 By mutual agreement the parties may agree to extend the time limits of this procedure. Such agreement shall be reduced to writing and signed by the parties.

ARTICLE 11 DISCIPLINE

Section 11.0 All disciplinary action shall be applied in a fair and equitable manner and shall be consistent with the infraction for which disciplinary action is being applied.

Within forty-eight (48) hours of any suspension or discharge, the Town shall deliver via email or hand delivered to the Union President or designee and the employee a statement of the reason(s) for such discipline. .

Depending on the offense, disciplinary action may include, but not be limited to, verbal and/or written warning, suspension without pay, and discharge. Progressive discipline shall be applied when appropriate. No employee shall be disciplined without just cause.

Section 11.1 Each employee shall have the right to see and review his or her personnel file upon request with the Personnel Manager. The Town shall provide one copy per year to each employee upon request, of the contents of his/her personnel file at no cost to the employee. If an employee disagrees with any item in his/her personnel file the employee may submit a written reply which shall be attached to the objectionable item. Only disciplinary action which is in the employee's personnel file or of which he or she is otherwise aware, may be used for progressive disciplinary purposes.

Section 11.2 Each employee will be given copies of any evaluation reports placed in the employee's personnel file.

Section 11.3 Disciplinary action, whether verbal, written warnings, shall not be considered for purposes of progressive discipline after one (1) year, provided a similar infraction has not occurred within the one year period. Suspensions shall remain valid for three (3) years provided a similar infraction has not occurred within that period.

ARTICLE 12 INSURANCE BENEFITS

Section 12.0 Employees and their eligible dependents shall be entitled to the following insurance coverage:

- a. The State of CT Partnership Plan 2.0 for health, pharmacy, vision and dental coverages. (Dental Coverage \$1500 Annual Maximum Plan with option for DHMO) In addition, employees will be subject to the State Health Enhancement Program including penalties for non-compliance resulting from deductible and premium penalties. (See Appendix A)

Coverage eligibility for employees and eligible dependents shall commence on the first of the month following employment and shall end the last day of the month in which they are separated. Coverage for eligible dependents shall continue up to age 26 for health, pharmacy, dental, vision irrespective of student status.

- b. life insurance \$30,000 (employee only) plus an AD&D Policy in the amount of \$30,000, as defined by the policy.

Effective April 1, 2018, employees shall contribute fifteen (15%) percent per year of the premium cost of the above insurances (except life insurance) which shall be paid via payroll deduction. Effective July 1, 2018, employees shall contribute fifteen and one-half (15.5%) per year of the premium cost of the above insurances (except life insurance) which shall be paid via payroll deductions.

Section 12.1 New employees shall be eligible to receive the above benefits on the first of the month following employment.

Section 12.2 The Town shall provide, at no expense to the employees, a disability insurance which will provide at least sixty-six and two-thirds (66.66%) replacement income for twenty-six weeks after the fifteenth day of absence for any non-work related illness or injury. Such sixty-six and two-thirds (66.66%) pay shall be based on the employee's regular weekly base pay.

Employees have the option of using any or all sick leave accumulation in lieu of commencing such plan on the sixteenth day; provided that employees shall not be entitled simultaneously to disability pay and sick leave

pay.

Notwithstanding the above, short term disability benefits are only available once the employee has used all of his or her sick days, with the exception of 60 days for employees hired before January 1, 1997 and 30 days for employees hired after January 1, 1997.

Section 12.3 The Town shall have the unilateral right to withdraw from the State Partnership Plan. In the event the Town elects to withdraw, it shall notify the Unions of its decision as soon as possible. Penalties assessed by the State resulting from the Town's decision to withdraw from the State Partnership, shall be the responsibility of the Town. The Unions agree to negotiate on a coalition basis over the health benefits plan. The employee medical contribution rate shall also be the subject to negotiations upon withdrawal but shall not be conducted on a coalition basis. In the event an agreement is not reached within forty-five (45) days from said notice, the parties agree to proceed immediately to binding arbitration. The arbitration shall be a "one issue" arbitration with the Town and the Coalition each submitting their proposal for the medical plan design. The parties agree to make their best efforts to expedite the process to ensure a decision within sixty (60) days of the expiration of the forty-five (45) day window for negotiations. The Unions may, if there is a substantial change in the State Partnership Plan 2.0 benefits, request bargaining over a substitute plan. In order to make such a request, the group must constitute at least a majority of the Town unions representing at least 50% of the Town's unionized employees. If this criterion is met, negotiations would reopen for all the bargaining groups as a coalition. This reopener applies during the term of the applicable contract. Such demand to bargain over a substitute plan of benefits shall be made within thirty (30) days of such change. If the request to bargain is not made within thirty (30) days then the Plan will remain with the changes. If bargaining occurs, it shall be the process as outlined above.

Section 12.4 Upon retirement from the Town of Trumbull, employees may elect to purchase, at their own expense, the medical, hospitalization, vision and prescription coverage then in effect and provided to bargaining unit employees through the Town at the Town's group rate. Employees so electing shall make payment for said insurances in the manner specified by the Town. Employees must be between the ages of sixty-two and sixty-four, inclusive, in order to purchase such benefits. Upon reaching Medicare age the employee shall be entitled to purchase through the Town's group rate Medicare Supplemental insurance and supplemental drug rider.

Section 12.5 Insurance Waiver

- a. Eligible employees may elect to waive all group health coverage.
- b. Notice of intent to elect and re-elect the waiver must be filed with the Human Resources/Civil Service Department by the end of open enrollment. The waiver shall remain in effect until the employee files a written request for reinstatement of insurance. Reinstatement of Town medical coverage during the plan year is permitted if the employee experiences a qualifying event..

Section 12.6 The Town will make available to the employee an Internal Revenue Code §125(a) plan, such that employee contributions toward health insurance will be treated as paid with pre-tax dollars.

ARTICLE 13
PENSION

Section 13.0 The Pension Plan for Town employees is made a part of this Agreement, together with any amendments as may exist or as may be made during the term of this Agreement.

Employee contributions to the Pension Plan shall increase to the following percentages, effective on the dates below:

7/1/14 – 5.5%

7/1/15 – 6.0%

Section 13.1 Employees hired before February 1, 2013 shall remain covered under the Town of Trumbull Retirement Plan (Defined Benefit Pension Plan) in Section 13.0, above. Employees hired after February 1, 2013 shall not be eligible to participate in the Defined Benefit Pension Plan, but shall, if eligible, participate in the Town Defined Contribution Retirement Plan (Defined Contribution Plan). The Town will match employee contributions in the Defined Contribution Plan in the amount of seven (7%) percent of the employee's annual salary. Contributions will commence on the first of the month following employment.

ARTICLE 14
HOLIDAYS

Section 14.0 There shall be thirteen (13) recognized paid holidays as follows:

New Year's Day

Presidents' Day

Good Friday

Memorial Day

Thanksgiving Day

Martin Luther King's Birthday

Independence Day

Labor Day

Columbus Day

Veteran's Day

Day after Thanksgiving

Christmas Day

Plus a floating holiday to be established annually by the First Selectman.

Section 14.1 Whenever a legal holiday falls on a Saturday, it shall be celebrated on the previous Friday. If a holiday falls on a Sunday, it shall be celebrated on the following Monday.

Section 14.2 When a holiday occurs during regular vacation, or regular day off, the employee shall be credited with a vacation day.

Section 14.3 When a full-time employee is required to work a holiday, the employee shall receive double times (x2) his/her hourly rate of pay, plus a day's pay, or with the Department Head's approval, another day off.

ARTICLE 15
VACATION LEAVE

Section 15.0 Vacations shall be calculated on an anniversary date basis, and all full-time employees shall be granted an annual vacation leave subject to manpower and availability, and determined based on seniority, as

follows:

Years of completed service:

1 year but less than 5 years of service	10 days
5 years but less than 10 years of service	15 days
10 years but less than 20 years of service	20 days
20 or more years of service	25 days

Employees hired after June 1, 2016, shall receive three (3) weeks of vacation upon hire. Vacation earned during the first year of employment is not eligible for payout or carryover. The vacation accrual rate shall be fifteen (15) days for years one (1) but less than five (5) year of service.

Section 15.1 For the purpose of computing vacation time, only dismissal and unpaid leave of absence of more than thirty (30) days will break the continuity of service; other leave will not deter vacation leave accrual during such leave. Vacation leave shall not be granted to employees with less than six (6) months service, employees shall have their accrual of such leave computed from the date of their original appointment.

Section 15.2 The Department Head shall respond in writing to the employee's request for vacation time within seven (7) days of said receipt.

Section 15.3 An employee whose employment with the Town is terminated due to the employee's resignation with two (2) weeks prior written notice or for retirement, death or reduction in force for any reason will be paid for all earned vacation leave except where provided to the contrary.

Section 15.4 Accrued vacation leave for which payment is due shall be considered to be earned and payable upon death of any employee to such person or persons entitled by law to receive any compensation due such employee.

Section 15.5 Part-time employees who work twenty (20) hours, but less than thirty-five (35) hours shall be entitled to use any unused vacation leave, which will be granted on a pro-rata basis.

Section 15.6 Voluntary carry-over of up to ten (10) days of vacation may be allowed with the approval of the Department Head. Accumulated time must be used prior to the anniversary date the following year or it shall be forfeited.

Employees with 10 or more years of service shall be permitted to carry over to the following year, 3 weeks vacation time. If the time that is carried over to the following year is not used during the following year, the employee loses the carried over vacation time.

ARTICLE 16 SICK LEAVE

Section 16.0 Full-time employees shall be granted sick leave on the basis of one day per month and the accumulation of such sick leave shall be unlimited. Any employee hired after February 1, 2005 shall be allowed to accumulate up to 180 days maximum. Sick leave shall begin accruing when the employee begins

as a full time paid employee of the Town.

Section 16.1 Employees who retire from the Town under the terms of the "Town of Trumbull Retirement Plan," adopted April 12, 1976, as amended, (the "Retirement Plan") shall be eligible to receive payment for up to sixty (60) days of unused accumulated sick leave. Employees hired on or after January 1, 1997, shall be eligible to receive payment for up to 30 days of unused accumulated sick leave. Employees hired on or after February 1, 2013, shall be eligible to receive payment for up to 15 days unused accumulated sick leave. Such payments shall be made, in a separate check, at the rate of pay applicable when the sick day was earned. For purposes of this Section, all sick time shall be deemed utilized on a first-in first-out basis.

Section 16.2 Employees may use their accrued sick time for their own illness, personal injury, doctor and dental appointments. In addition, employees may use sick leave up to five (5) days per fiscal year for the illness/injury of a child under the age of 18 or a spouse. The Town may require documentation to support the request.

ARTICLE 17 WAGES

Section 17.0 Effective July 1, 2017 and until June 30, 2019, the wage schedule attached as Appendix B shall be in effect and will reflect the following wage increases:

7/1/17	2% retroactive
7/1/18	2.2%

On each July 1 of 2017 and 2018, employees not already on the top step shall advance one step.

In addition, in July of each year, employees in the Chief Park Ranger and Park Ranger classifications shall receive \$400 per year for possessing the MRT certification.

Section 17.1 Members of this bargaining unit hired prior to January 1, 2013, shall receive annually a longevity payment (to be received in the first pay of December) according to the following schedule:

10 years of service	\$325
15 years of service	\$500

Employees hired after January 1, 2013 shall not be eligible to receive a longevity benefit.

ARTICLE 18 WORKERS' COMPENSATION

Section 18.0 Employees who are absent from work due to illness or accident for which they are entitled to compensation under the Workers' Compensation Act shall not be charged sick time.

ARTICLE 19
LEAVE PROVISIONS

Section 19.0 Unpaid leave for the illness of an employee or his immediate family members, or for the birth or adoption of a child, shall be granted in accordance with the Federal Family and Medical Leave Act.

Section 19.1 Two (2) working days absence with pay shall be allowed for personal leave. These days shall not accumulate from calendar year to calendar year. Personal days shall be prorated during the first year of employment pursuant to the following: full time employees hired prior to June 30th of a given calendar year are entitled to two (2) personal days. Full time employees hired on or after July 1st in a given calendar year are entitled to one (1) personal day. Such employees are then entitled to two (2) days on January 1 of the following calendar year.

Effective January 1, 2017, employees will be able to use personal leave through the end of the last full pay period of each calendar year. Effective January 1, 2018, employees shall be credited and use personal leave commencing the first full pay period of each calendar year thereafter.

Section 19.2 Bereavement Leave Each full-time permanent employee shall be granted five (5) working days with pay for attendance at the funeral of the employee's spouse, child, step child, mother or father, step parent.

Each full-time permanent employee shall be granted three (3) working days with pay for attendance at the funeral of the employee's sister, brother, current mother-in-law, current father-in-law, current daughter-in-law, or current son-in-law.

Each full-time permanent employee shall be granted one (1) working day with pay for attendance at the funeral of the employee's grandmother, grandfather, grandchildren, current brother-in-law, current sister-in-law, niece, nephew, aunt or uncle.

The Town may require proof to substantiate the leave, including the name of the individual and his/her relationship to the employee.

Section 19.3 Any employee called to jury duty shall be paid the difference between the employee's regular rate of pay and the fee received from serving as a juror. No employee shall receive more compensation than normally would have been received had he not served jury duty. An employee called to jury duty shall furnish the Town with a Notice to Serve immediately upon receipt. The employee shall return to work on any day he/she is released from jury duty with four (4) or more hours remaining in the workday.

Section 19.4 Military Leave Military leave shall be granted to permanent employees or permanent part-time employees when required to serve on active reserve or on National Guard duty for a period not to exceed two (2) weeks. During this period, the employee shall be paid the difference, if any, between his/her regular pay and military pay. Time of military leave shall be included in computing seniority earned in the Town's service. Copies of orders for active duty shall be supplied to the Department Head if requested.

Section 19.5 Leave of Absence An employee requesting leave of absence without pay may be granted the same at the discretion of the Department Head upon reasonable cause being given. Such leave shall not exceed six (6) months. During such leave of absence not in excess of thirty (30) days, insurance benefits will remain in effect. Insurance benefits may be continued at the employee's cost in the case of leaves of absence

in excess of thirty (30) days.

Section 19.6 Union Leave

a. One (1) member of the Union may be designated to process grievances and other labor relations issues and such member and grievant(s) shall be granted leave of duty with full pay while engaged in processing said grievance, at each step of the procedure through arbitration.

b. One (1) member of the Union may be granted leave of absence from duty without pay to attend conventions, or other Union business, but said employee shall not be granted or entitled to reimbursement by the Town for any expenses incurred in travel or otherwise. Such leave shall be unlimited.

c. During contract negotiations the Union shall have the right to have three (3) members of its negotiating committee present for all meetings. When such meetings take place during scheduled work hours, they will be granted leave with full pay.

ARTICLE 20

WEARING APPAREL/EQUIPMENT/CLOTHING UNIFORMS/REPLACEMENT

Section 20.0 The Town shall provide to any employee, required to wear protective clothing, his/her own protective clothing of good quality and condition. Such clothing shall consist of rain gear, boots, gloves and goggles, or any other protective clothing deemed necessary by the Occupational Safety and Health Administration (OSHA). Employees covered by this provision are listed in Appendix C.

Section 20.1 The Town shall continue its program of supplying safety shoes, or a payment therefore, and safety glasses for all members of the bargaining unit whose duties require them to wear such safety equipment. Those classifications eligible for safety shoes and glasses are shown on Appendix C. Payment for safety shoes in the amount of \$150 annually, will be payable to eligible members by August 1 of each year.

Section 20.2 The Town shall provide to the Chief Park Ranger and Park Ranger classifications uniforms, equipment, shoes, boots and other gear as has customarily been provided in the past.

Section 20.3 The Town shall replace or reimburse the employee for any wrist watches (up to \$50) or eyeglasses (up to \$150) damaged or destroyed while carrying out the duties of his job.

ARTICLE 21

GENERAL PROVISIONS

Section 21.0 During the term of this Agreement, the Town shall furnish the Union upon request with an up-to-date list of bargaining unit employees. When a new employee is hired, the Town shall notify the Union and furnish the Union with the name, date of employment, position and rate of pay of the new employee. When the employment of an employee terminates, the Town shall notify the Union and furnish the name and date of termination of the employee.

Section 21.1 The Town shall post a copy of this Agreement on the Town's website.

Section 21.2 If any Article or Section of this Agreement is declared invalid by a court of competent jurisdiction, said invalidity shall not effect the remaining provisions of this Agreement.

Section 21.3 There shall be no alteration, variation, no amendment of the terms and conditions of this Agreement, unless made and agreed to in writing by both parties..

Section 21.4 If there is any previously adopted policy, rule, or regulation of the Town which is in conflict with any provision of the Agreement, said Agreement provision shall prevail during the term of this Agreement.

Section 21.5 When an employee is required to use his/her own vehicle to perform Town business, he/she shall be reimbursed at the IRS rate per mile. The Town shall have the right to discontinue the privilege of a take home vehicle in the discretion of the First Selectman.

Section 21.6 The Union's business representative shall be permitted to visit specific job sites where bargaining unit members are employed provided such visits are at normal business hours and do not interfere with the operation of the department. It is agreed that the Union business representative will report to the Department Head before talking to bargaining unit members.

Section 21.7 The Town shall provide bulletin board space for the Union for the posting of notices in the areas designated for such notices.

Section 21.8 a. The Town agrees to continue in force for the duration of this Agreement, for those benefits and privileges, previously granted to and enjoyed by the members of the bargaining unit but which may not be specifically mentioned herein.

b. This Agreement represents the full and complete Agreement between the parties with respect to all matters relative to rates of pay, hours of work and terms and conditions of employment. The parties agree that there has been full opportunity to bring up for negotiation any matter pertaining to rates of pay, hours of work and conditions of employment, and that no such matters will be brought up for negotiation during the term of this Agreement.

c. The Town agrees it will not implement any unilateral changes in wages, hours of work or other conditions of employment during the term of this Agreement unless it first notifies the Union in writing and the Union has not requested to negotiate this change within thirty (30) days of such notice.

Section 21.9 Any employee who is required by the Town to attend any training or conferences shall be reimbursed for enrollment fees, meals (where applicable), travel, and lodging (where applicable) in accordance with current Town policy. The Town may adjust the employee's work schedule to minimize or eliminate overtime during the time the employee is away at the conference.

Section 21.10 When the Town creates a new classification within the bargaining unit or extensively changes an existing job, the Town shall establish appropriate pay rates, if any, for such new or changed classification. Any dispute that may arise as a result shall be resolved through the grievance and arbitration procedure of this Agreement.

Section 21.11 Professional fees and licensing of employees which are required for Town employment shall be paid for by the Town.

Section 21.12 All members of this bargaining unit who supervise one or more employees shall be provided

with and must attend periodic training concerning supervisory responsibilities and on human rights and opportunities law.

Section 21.13 Effective June 30, 2018, notwithstanding any of the provisions in this Agreement to the contrary, employees shall be paid and have applicable deductions taken on a bi-weekly basis.

Section 21.14 Any employee taking college, technical and/or university courses(s) which, on the recommendation of the Department Head and approval of the First Selectman or designee, directly relates to the assignments of the employee shall receive a maximum of \$1,000.00 per semester per employee reimbursement provided the employee receives a 3.0 grade point average or a grade of "B" or better in approved undergraduate courses or that employee receives a 3.0 grade point average, a letter of "B" or better in approved graduate courses, or a passing mark if no letter grade is utilized. The Town shall set aside the following amounts to fund this Article for the members of the Union:

July 1, 2018 to June 30, 2019	\$3,000
-------------------------------	---------

No Town funds will be expended in excess of these agreed upon amounts to reimburse employees for tuition and fees. All monies not used by the end of the contract year will automatically revert back to the general funds of the Town.

The grievance/arbitration procedures will not be applicable to this Section.

Section 21.15 Effective upon settlement, all employee shall be required to deposit their check via direct deposit.

ARTICLE 22 SAFETY & HEALTH

Section 22.0 The Town of Trumbull will comply with occupational safety and health standards (OSHA) as promulgated under State of Connecticut Statutes, Chapter 571.

ARTICLE 23
DURATION

Section 23.0 This Agreement shall become effective upon signing by the parties, except for provisions with specific retroactive or effective dates.


This Agreement shall remain in effect until June 30, 2019 and shall be amended pursuant to the Municipal Employee Relations Act.

FOR THE TOWN




Vicki A. Tesoro
Date First Selectman

Dated: 5/8/18



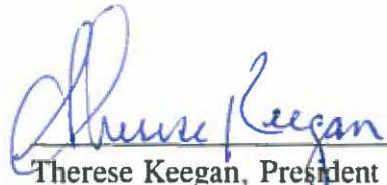
H. James Haselkamp, Jr.
Director of Labor Relations
Dated: 5.3.18

FOR THE UNION



Kevin E. Boyle, Jr.
UPSEU President

Dated:



Therese Keegan, President
Dated 5/4/18

**APPENDIX A
HEALTH INSURANCE**

**CONNECTICUT
PARTNERSHIP PLAN 2.0**

POS MEDICAL BENEFIT SUMMARY

BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Preventive Care (including adult and well-child exams and immunizations, routine gynecologist visits, mammograms, colonoscopy)	\$0	20% of allowable UCR* charges
Annual Deductible (amount you pay before the Plan starts paying benefits)	Individual: \$350 Family: \$350 per member (\$1,400 maximum) <i>Waived for HEP-compliant members</i>	Individual: \$300 Family: \$900
Coinsurance (the percentage of a covered expense you pay <i>after</i> you meet the Plan's annual deductible)	Not applicable	20% of allowable UCR* charges
Annual Out-of-Pocket Maximum (amount you pay before the Plan pays 100% of allowable/UCR* charges)	Individual: \$2,000 Family: 4,000	Individual: \$2,300 (includes deductible) Family: \$4,900 (includes deductible)
Primary Care Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Specialist Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Urgent Care & Walk-In Center Visits	\$15 copay	20% of allowable UCR* charges
Acupuncture (20 visits per year)	\$15 copay	20% of allowable UCR* charges
**Bariatric Surgery (based on medical necessity)	\$0 copay	20% of allowable UCR* charges
Chiropractic Care	\$0 copay	20% of allowable UCR* charges
***Diagnostic Labs and X-Rays **High Cost Testing (MRI, CAT etc.)	\$0 copay (your doctor will need to get prior authorization for high-cost testing)	20% of allowable UCR* charges (you will need to get prior authorization for high-cost testing)
Durable Medical Equipment	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)

(continued on next page)

CONNECTICUT PARTNERSHIP PLAN

2.0

POS MEDICAL BENEFIT SUMMARY

BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Emergency Room Care	\$250 copay (waived if admitted)	\$250 copay (waived if admitted)
Eye Exam (one per year)	\$15 copay	50% of allowable UCR* charges
**Infertility (based on medical necessity)		
Office Visit	\$15 copay	20% of allowable UCR* charges
Outpatient or Inpatient Hospital Care	\$0	20% of allowable UCR* charges
**Inpatient Hospital Stay	\$0	20% of allowable UCR* charges
Mental Healthcare/Substance Abuse Treatment		
**Inpatient	\$0	20% of allowable UCR* charges (you may need to get prior authorization)
Outpatient	\$15 copay	20% of allowable UCR* charges
Nutritional Counseling (Maximum of 3 visits per Covered Person per Calendar Year)	\$0	20% of allowable UCR* charges
**Outpatient Surgery	\$0	20% of allowable UCR* charges
**Physical/Occupational Therapy	\$0	20% of allowable UCR* charges, up to 60 inpatient days and 30 outpatient days per condition per year
Foot Orthotics	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)
Speech Therapy (Covered only for treatment resulting from autism, stroke, tumor removal, injury or congenital anomalies of the oropharynx)	\$0	20% of allowable UCR* charges (Limit of 30 visits per year per condition)

*Usual, Customary and Reasonable. You pay 20% coinsurance based on UCR, plus you pay 100% of amount provider bills you over UCR.

** Prior authorization required: If you use in-network providers, your provider is responsible for obtaining prior authorization from UnitedHealthcare/Oxford. If you use out-of-network providers, you are responsible for obtaining prior authorization from UnitedHealthcare/Oxford.

*** Site of Service Program for Preferred Lab and Imaging facilities coming soon

CONNECTICUT PARTNERSHIP PLAN

A MESSAGE FROM UNITEDHEALTHCARE

We are dedicated to helping people live healthier lives. This is our mission and we take it seriously. By making healthier decisions, you can live a healthier life. It's that simple. Our programs and network can help you do just that.

Our Network

We have a robust local and national network. Nationally and in the tri-state area, we have a large number of doctors, health care professionals and hospitals. For years, our members have accessed our Connecticut, New York and New Jersey tri-state network. Whichever plan you choose, you'll have seamless access to our UnitedHealthcare Choice Plus Network of physicians and health care professionals outside of the tri-state area. This gives State of Connecticut employees, retirees and their families better access to care whether you are in Connecticut, traveling outside the tri-state area, or living somewhere else in the country.

Just giving you a list of doctors is not very helpful. The UnitedHealth Premium® designation program recognizes doctors who meet standards for quality and cost-efficiency. We use evidence-based medicine and national industry guidelines to evaluate quality and the cost-efficiency standards are based on local market benchmarks for the efficient use of resources in providing care. The 2016 UnitedHealth Premium program covers 27 specialty areas of medicine, including two new specialties (Ear, Nose and Throat, and Gastroenterology).

For more information about our network and the Premium designation program or to search for physicians participating in our local network and the national UnitedHealthcare Choice Plus Network, please visit partnershipstateofct.welcometouhc.com.

For information on these discounts and special offers, please visit partnershipstateofct.welcometouhc.com



Oxford On-Call®

Healthcare Guidance 24 hours a day

We realize that questions about your health can come up at any time. That's why we offer you flexible choices in health care guidance through our *Oxford On-Call* program. Speak with a registered nurse who can offer suggestions and guide you to the most appropriate source of care, 24 hours a day, seven days a week. That's the idea behind *Oxford On-Call*.

If you are a member and you need to reach *Oxford On-Call*, please call 800-201-4911. Press option 4. *Oxford On-Call* can give you helpful information on general health information, deciding where to go for care, choosing self-care measures or guidance for difficult decisions.

Custom Website

We created this website for State of Connecticut employees and retirees to provide the tools and information to help you make informed health care decisions.

Visit partnershipstateofct.welcometouhc.com to search for a doctor or hospital, or learn about your health plans. You also can get Health Enhancement Program information at cthep.com, or by phone at 877-687-1448.

Value-added programs such as wellness programs and discounts offered by the plan are not negotiated benefits and are subject to change at any time at the discretion of the plan.

CONNECTICUT PARTNERSHIP PLAN

2.0

PRESCRIPTION DRUGS

PRESCRIPTION DRUGS	Maintenance* (31-to-90-day supply)	Non-Maintenance (up to 30-day supply)	HEP Chronic Conditions
Generic (preferred/non-preferred)**	\$5/\$10	\$5/\$10	\$0
Preferred/Listed Brand Name Drugs	\$25	\$25	\$5
Non-Preferred/Non-Listed Brand Name Drugs	\$40	\$40	\$12.50
Annual Out-of-Pocket Maximum	\$4,600 Individual/\$9,200 Family		

+ Initial 30-day supply at retail pharmacy is permitted. Thereafter, 90-day supply is required—through mail-order or at a retail pharmacy participating in the State of Connecticut Maintenance Drug Network.

++ Prescriptions are filled automatically with a generic drug if one is available, unless the prescribing physician submits a Coverage Exception Request attesting that the brand name drug is medically necessary.

Preferred and Non-Preferred Brand-Name Drugs

A drug's tier placement is determined by Caremark's Pharmacy and Therapeutics Committee, which reviews tier placement each quarter. If new generics have become available, new clinical studies have been released, new brand-name drugs have become available, etc., the Pharmacy and Therapeutics Committee may change the tier placement of a drug.

If your doctor believes a non-preferred brand-name drug is medically necessary for you, they will need to complete the Coverage Exception Request form (available at www.osc.ct.gov/ctpartner) and fax it to Caremark. If approved, you will pay the preferred brand co-pay amount.

If You Choose a Brand Name When a Generic Is Available

Prescriptions will be automatically filled with a generic drug if one is available, unless your doctor completes Caremark's Coverage Exception Request form and it is approved. (It is not enough for your doctor to note "dispense as written" on your prescription; a separate

form is required.) If you request a brand-name drug over a generic alternative without obtaining a coverage exception, you will pay the generic drug co-pay PLUS the difference in cost between the brand and generic drug.

Mandatory 90-day Supply for Maintenance Medications

If you or your family member takes a maintenance medication, you are required to get your maintenance prescriptions as 90-day fills. You will be able to get your first 30-day fill of that medication at any participating pharmacy. After that your two choices are:

- Receive your medication through the Caremark mail-order pharmacy, or
- Fill your medication at a pharmacy that participates in the State's Maintenance Drug Network (see the list of participating pharmacies on the Comptroller's website at www.osc.ct.gov).

The Health Enhancement Program (HEP) is a component of the medical plan and has several important benefits. First, it helps you and your family work with your medical providers to get and stay healthy. Second, it saves you money on your healthcare. Third, it will save money for the Partnership Plan long term by focusing healthcare dollars on prevention.

Health Enhancement Program Requirements

You and your enrolled family members must get age-appropriate wellness exams, early diagnosis screenings (such as colorectal cancer screenings, Pap tests, mammograms, and vision exams). Here are the 2018 HEP Requirements:

PREVENTIVE SCREENINGS	AGE						
	0-5	6-17	18-24	25-29	30-39	40-49	50+
Preventive Visit	1 per year	1 every other year	Every 3 years	Every 3 years	Every 3 years	Every 2 years	Every year
Vision Exam	N/A	N/A	Every 7 years	Every 7 years	Every 7 years	Every 4 years	50-64: Every 3 years 65+: Every 2 years
Dental Cleanings*	N/A	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year	At least 1 per year
Cholesterol Screening	N/A	N/A	Every 5 years (20+)	Every 5 years	Every 5 years	Every 5 years	Every 2 years
Breast Cancer Screening (Mammogram)	N/A	N/A	N/A	N/A	1 screening between age 35-39**	As recommended by physician	As recommended by physician
Cervical Cancer Screening (Pap Smear)	N/A	N/A	Every 3 years (21+)	Every 3 years	Every 3 years	Every 3 years	Every 3 years to age 65
Colorectal Cancer Screening	N/A	N/A	N/A	N/A	N/A	N/A	Colonoscopy every 10 years or Annual FIT/FOBT to age 75

*Dental cleanings are required for family members who are participating in one of the Partnership dental plans

**0: as recommended by your physician



The Health Enhancement Program features an easy-to-use website to keep you up to date on your requirements.

Additional Requirements for Those With Certain Conditions

If you or any enrolled family member has 1) Diabetes (Type 1 or 2), 2) asthma or COPD, 3) heart disease/heart failure, 4) hyperlipidemia (high cholesterol), or 5) hypertension (high blood pressure), you and/or that family member will be required to participate in a disease education and counseling program for that particular condition. You will receive free office visits and reduced pharmacy copays for treatments related to your condition.

These particular conditions are targeted because they account for a large part of our total healthcare costs and have been shown to respond particularly well to education and counseling programs. By participating in these programs, affected employees and family members will be given additional resources to improve their health.

If You Do Not Comply with the requirements of HEP

If you or any enrolled dependent becomes non-compliant in HEP, your premiums will be \$100 per month higher and you will have an annual \$350 per individual (\$1,400 per family) in-network medical deductible.

Care Management Solutions, an affiliate of ConnectiCare, is the administrator for the Health Enhancement Program (HEP). The HEP participant portal features tips and tools to help you manage your health and your HEP requirements. You can visit www.cthep.com to:

- View HEP preventive and chronic requirements and download HEP forms
- Check your HEP preventive and chronic compliance status
- Complete your chronic condition education and counseling compliance requirement
- Access a library of health information and articles
- Set and track personal health goals
- Exchange messages with HEP Nurse Case Managers and professionals

You can also call Care Management Solutions to speak with a representative.

Care Management Solutions

(877) 687-1448 Monday – Thursday, 8:00 a.m. – 6:00 p.m. Friday, 8:00 a.m. – 5:00 p.m.



CONNECTICUT PARTNERSHIP PLAN

2.0

YOUR BENEFIT RESOURCES

Office of the State Comptroller, Healthcare Policy & Benefit Services Division

| www.osc.ct.gov/ctpartner
860-702-3560

UnitedHealthcare Oxford

| <http://partnershipstateofct.welcometouhc.com>
Prior to Effective Date: **1-800-760-4566**
After Effective Date: **1-800-385-9055**

Caremark (Prescription drug benefits)

| www.caremark.com
1-800-318-2572

CIGNA (Dental and Vision Rider benefits)

| www.cigna.com/stateofct
1-800-244-6224

*Health Enhancement Program (HEP) Care Management Solutions
(an affiliate of ConnectiCare)*

| www.cthep.com
1-877-687-1448

For details about specific plan benefits and network providers, contact the insurance carrier. If you have questions about eligibility, enrolling in the plans or payroll deductions, contact your Payroll/Human Resources office.

Town of Trumbull

Effective Date: July 01, 2016

This is a summary of benefits for your dental plan.

Cigna Dental Network Benefits

Calendar Year Maximum	
All categories	\$1,500*
Calendar Year Deductible	
Per Individual	\$0
Per Family	\$0
Preventive & Diagnostic Care	
Oral Exams Cleanings Routine X-Rays Non-Routine X-Rays Sealants Brush Biopsy	100%, No Deductible
Basic Restorative Care	
Fillings** Fluoride Application Periodontal Maintenance* Emergency Care to Relieve Pain Oral Surgery - Simple Extractions Root Canal Therapy / Endodontics Retines, Rebases, and Adjustments Repairs - Bridges, Crowns, and Inlays Repairs - Dentures Stainless Steel/Resin Crowns	80%, No Deductible
Major Restorative Care	
Crowns / Inlays / Onlays Space Maintainers (limited to non-orthodontic treatment) Periodontics Oral Surgery- All Except Simple Extraction Surgical Extraction of impacted teeth	67%, No Deductible
Orthodontia	
Coverage for Children until age 19	50%, No Ortho Deductible
Lifetime Maximum	\$1,500
Pretreatment Review	Available on a voluntary basis when extensive work in excess of \$200 is proposed

*If enrolled in HEP, maximums are waived on Periodontal Maintenance and Periodontal Scaling and Root Planning procedures

**For fillings other than amalgam, an alternate benefit may apply

Please refer to the Summary Plan Description for a full listing of covered benefits, exclusions and limitations.

Where allowed by state law, in-network providers will charge no more than negotiated rate for non-covered services.



This summary provides only the highlights. For a complete list of both covered and non-covered services, including benefits that may be required by your state, see your Evidence of Coverage, Insurance Certificate or Summary Plan Description - the official plan documents. If there are any differences between this summary and the plan documents, the terms of the plan documents will take precedence.

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation, including Cigna Health and Life Insurance Company, Connecticut General Life Insurance Company, Cigna HealthCare of Connecticut, Inc., and Cigna Dental Health, Inc. and its subsidiaries, including Cigna Dental Health Plan of Arizona, Inc., Cigna Dental Health of California, Inc., Cigna Dental Health of Colorado, Inc., Cigna Dental Health of Delaware, Inc., Cigna Dental Health of Florida, Inc., a Prepaid Limited Health Services Organization licensed under Chapter 638, Florida Statutes, Cigna Dental Health of Kansas, Inc., Cigna Dental Health of Kentucky, Inc., Cigna Dental Health of Maryland, Inc., Cigna Dental Health of Missouri, Inc., Cigna Dental Health of New Jersey, Inc., Cigna Dental Health of North Carolina, Inc., Cigna Dental Health of Ohio, Inc., Cigna Dental Health of Pennsylvania, Inc., Cigna Dental Health of Texas, Inc., and Cigna Dental Health of Virginia, Inc. The Cigna name, logo, and other Cigna marks are owned by Cigna Intellectual Property, Inc.

State of Connecticut Partnership Plan - Vision

Effective Date: July 31, 2015

This is a summary of benefits for your vision plan.

Cigna Vision Benefits

Benefit	In-Network	Out-of-Network
Materials Copay	\$0	N/A
Single Vision Lenses	Covered in Full	\$40 Allowance
Bifocal Lenses	Covered in Full	\$65 Allowance
Trifocal Lenses	Covered in Full	\$75 Allowance
Lenticular Lenses	Covered in Full	\$100 Allowance
Contact Lenses (Retail Allowance)		
Elective	\$360 Allowance	\$345 Allowance
Therapeutic	Covered in Full	\$345 Allowance
Frame (Retail Allowance)	\$175 Allowance	\$126 Allowance

Frequency is 12 months for lenses, contact lenses, and frames

In-Network Benefits Include:

One pair of prescription plastic or glass lenses, all ranges of prescriptions (powers and prisms)

Lens Options:

Standard Polycarbonate: covered for under 18 years of age, min. 20% save, \$40 out-of-pocket max. for adults

Oversize lenses: covered under plan

Rose Tints: #1 and #2 - covered under plan

Solid Tints: min. 20% save, \$15 out-of-pocket max.

Gradient Tints: \$20 out-of-pocket max.

Standard photochromics: 20% save, \$78 out-of-pocket max.

Standard anti-reflective coating: min. 20% save, \$45 out-of-pocket max.

Standard scratch/UV coating: min. 20% save, \$17 out-of-pocket max.

Progressive lenses: covered up to bifocal lens amount with 20% savings on the difference.

\$81 out-of-pocket max. for standard lens

One frame of choice covered up to retail plan allowance, plus a 20% savings on amount that exceeds frame allowance

One pair or a single purchase supply of contact lenses - in lieu of lenses and frame benefit, (may not receive contact lenses and frames in same benefit year). Allowance applied towards cost of supplemental contact lens professional services (including the fitting and evaluation) and contact lens materials

Vision Network Savings Program

Minimum 20% savings on additional purchases of frames and/or lenses, including lens options, with a valid prescription, offered savings does not apply to contact lens materials. Check with your Cigna Vision Network Provider for details.

To Locate a Provider:

1. www.cigna.com Online Provider Directory:

Click on "Find a Doctor" at the top of the page.

Choose the "Eye Doctor" radio button and enter your search criteria.

2. www.myCigna.com: You can search for a provider by name, specialty or location after you enroll for coverage and your plan has taken effect.



This summary provides only the highlights. For a complete list of both covered and non-covered services, including benefits that may be required by your state, see your Evidence of Coverage, Insurance Certificate or Summary Plan Description - the official plan documents. If there are any differences between this summary and the plan documents, the terms of the plan documents will take precedence.

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation, including Cigna Health and Life Insurance Company and Connecticut General Life Insurance Company. The Cigna name, logo, and other Cigna marks are owned by Cigna Intellectual Property, Inc.

APPENDIX B
WAGE GRIDS

	7/1/2017 2%			
	Step 1	Step 2	Step 3	Step 4
Director of Trumbull Library System	\$ 87,248	\$ 89,851	\$ 92,532	\$ 95,294
Assistant Director Trumbull Library System	\$ 80,752	\$ 83,058	\$ 85,433	\$ 87,880
Director of Human Services	\$ 71,041	\$ 72,981	\$ 74,978	\$ 77,036
Tax Assessor	\$ 84,080	\$ 86,602	\$ 89,201	\$ 91,875
Tax Collector	\$ 76,087	\$ 78,304	\$ 80,588	\$ 82,941
Director of Nursing	\$ 81,734	\$ 84,186	\$ 86,711	\$ 89,313
Financial/Accounting Control Analyst	\$ 76,702	\$ 78,915	\$ 81,198	\$ 83,548
Building Official	\$ 91,676	\$ 94,412	\$ 97,229	\$ 100,132
Purchasing Agent	\$ 75,314	\$ 77,559	\$ 79,871	\$ 82,252
Chief Park Ranger	\$ 71,722	\$ 73,758	\$ 75,854	\$ 78,013
Park Ranger	\$ 61,324	\$ 62,948	\$ 64,619	\$ 66,340
Recreation Director	\$ 84,362	\$ 86,513	\$ 88,726	\$ 91,008
Town Engineer	\$ 98,807	\$ 101,771	\$ 105,079	\$ 108,232
Accounting Manager	\$ 77,611	\$ 79,835	\$ 82,125	\$ 84,482
Golf Course Superintendent	\$ 67,573	\$ 69,600	\$ 71,689	\$ 73,838
Assistant Sewer Administrator	\$ 78,095	\$ 80,425	\$ 82,823	\$ 85,293
Youth Director	\$ 56,024	\$ 57,705	\$ 59,435	\$ 61,217
Assistant Golf Course Superintendent	\$ 51,117	\$ 52,651	\$ 54,231	\$ 55,857
Director of Info Technology	\$ 90,999	\$ 93,638	\$ 96,353	\$ 99,148
Assistant Recreation Director	\$ 49,491	\$ 50,961	\$ 52,475	\$ 54,036
Assoc Director of Library Info Systems	\$ 67,863	\$ 69,884	\$ 71,968	\$ 74,110
Land Use Planner	\$ 85,151	\$ 87,697	\$ 90,266	\$ 93,018
Recreation Program Manager	\$ 63,240	\$ 65,280	\$ 67,320	\$ 69,360
Assistant Town Engineer	\$ 87,248	\$ 89,850	\$ 92,531	\$ 95,294

	7/1/2018			
	2.25%			
	Step 1	Step 2	Step 3	Step 4
Director of Trumbull Library System	\$ 89,211	\$ 91,872	\$ 94,614	\$ 97,438
Assistant Director Trumbull Library System	\$ 82,569	\$ 84,926	\$ 87,355	\$ 89,857
Director of Human Services	\$ 72,639	\$ 74,623	\$ 76,665	\$ 78,769
Tax Assessor	\$ 85,971	\$ 88,551	\$ 91,208	\$ 93,943
Tax Collector	\$ 77,799	\$ 80,066	\$ 82,401	\$ 84,807
Director of Nursing	\$ 83,573	\$ 86,080	\$ 88,662	\$ 91,323
Financial/Accounting Control Analyst	\$ 78,428	\$ 80,691	\$ 83,025	\$ 85,428
Building Official	\$ 93,738	\$ 96,536	\$ 99,417	\$ 102,385
Purchasing Agent	\$ 77,008	\$ 79,304	\$ 81,668	\$ 84,102
Chief Park Ranger	\$ 73,336	\$ 75,418	\$ 77,561	\$ 79,768
Park Ranger	\$ 62,704	\$ 64,365	\$ 66,073	\$ 67,832
Recreation Director	\$ 86,260	\$ 88,460	\$ 90,722	\$ 93,056
Town Engineer	\$ 101,031	\$ 104,060	\$ 107,444	\$ 110,667
Accounting Manager	\$ 79,357	\$ 81,632	\$ 83,973	\$ 86,382
Golf Course Superintendent	\$ 69,093	\$ 71,166	\$ 73,302	\$ 75,499
Assistant Sewer Administrator	\$ 79,852	\$ 82,235	\$ 84,686	\$ 87,213
Youth Director	\$ 57,284	\$ 59,004	\$ 60,773	\$ 62,595
Assistant Golf Course Superintendent	\$ 52,267	\$ 53,836	\$ 55,452	\$ 57,114
Director of Info Technology	\$ 93,047	\$ 95,745	\$ 98,521	\$ 101,379
Assistant Recreation Director	\$ 50,605	\$ 52,108	\$ 53,656	\$ 55,251
Assoc Director of Library Info Systems	\$ 69,390	\$ 71,457	\$ 73,587	\$ 75,778
Land Use Planner	\$ 87,067	\$ 89,670	\$ 92,297	\$ 95,111
Recreation Program Manager	\$ 64,663	\$ 66,749	\$ 68,835	\$ 70,921
Assistant Town Engineer	\$ 89,211	\$ 91,871	\$ 94,613	\$ 97,438

The parties agree either side may request negotiations solely to convert an employee's status from hourly to exempt during the term if this agreement. Such change in status must be by mutual agreement in writing and these negotiations shall not be subject to binding interest arbitration under MERA.

APPENDIX C

1. Assistant Sewer Administrator
2. Building Official
3. Assistant Town Engineer
4. Golf Course Superintendent
5. Town Engineer